



शिक्षण प्रसारक मंडळाचे  
**साहेबराव शंकरराव ढमढेरे कला व वाणिज्य महाविद्यालय**

स्थापना : १९९९

तळेगांव ढपढेरे, ता. शिरूर, जि. पुणे. ४१२२०८.

महाविद्यालय क्रमांक : २९८ (ID No. PU/PNI/AC/133/1999)

सावित्रीबाई फुले पुणे विद्यापीठ संलग्नित नॅकट्टारा मुल्यांकित 'ब' दर्जा प्राप्त

PH.: 02137-272462 FAX : 272462 Email -ssdcollege2009@rediffmail.com Web - www.ssdhamdharecollege.edu.in

श्री. कौस्तुभकुमार कांतीलाल गुजर  
अध्यक्ष, शिक्षण प्रसारक मंडळ

श्री. अरविंददादा साहेबराव ढमढेरे  
रायिद, शिक्षण प्रसारक मंडळ

डॉ. अशोक भानुदास नवले  
एच.के.एम. एम.पी.ए. पी.एच.डी.  
प्राचार्य

संदर्भ.

दिनांक : / / २०



**5.1.4 Student's Grievances/Anti-Sexual Harassment/Anti- Ragging Measures**

Sr. No	Particulars	Remark/ Explanation
1	Implementation of guidelines of Statutory/regulatory Bodies.	1) Anti-ragging policies are made available on the college website. 2) Online undertaking/affidavit is taken from the students.
2	Organization wide awareness and undertakings on policies with zero tolerance.	1) Information boards regarding the anti-harassment policies are displayed in the college campus. 2) Induction programmes are conducted.
3	Mechanism for submission of online/offline student's Grievances.	1) Complaint box is made available in the college campus.
4	Timely redressal of the grievances through appropriate committees.	1) Complaint, if any is resolved through appropriate committee and instructions are given to the students with due undertaking. Actions are taken as per the nature of the complaint, if any.



*(Signature)*  
Principal

S.S.Dhamdhare Arts & Commerce College,  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

## Index

<b>Sr.No.</b>	<b>Name of Committee/Particulars</b>	<b>Page Range</b>
<b>1</b>	<b>Grievance Redressal Committee Meetings, Minutes and Notices</b>	<b>3 to 31</b>
<b>2</b>	<b>Women Grievance and Sexual Harassment Cell Policy</b>	<b>32 to 38</b>
<b>3</b>	<b>Anti-Ragging Committee Meetings, Minutes and Notices</b>	<b>39 to 54</b>
<b>4</b>	<b>Women Grievances and Sexual harassment Cell Meetings and Minutes</b>	<b>55 to 69</b>
<b>5</b>	<b>Organization wide Awareness of Anti-Harassment Measures of HEI</b>	<b>70 to 71</b>
<b>6</b>	<b>Online Undertaking/Affidivit on Policies with Zero Tolerance</b>	<b>72 to 73</b>
<b>7</b>	<b>Induction Programme</b>	<b>74 to 78</b>
<b>8</b>	<b>Suggestion Box</b>	<b>77 to 78</b>
<b>9</b>	<b>UGC Policy Document</b>	<b>79 to 89</b>

**Shikshan PrasarkMandals**

**Sahebrao Shankarrao Dhamdhere Arts and Commerce College**

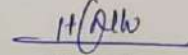
**Talegaon Dhamdhere Tal –Shirur, Dist- Pune**

**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 1<sup>st</sup> meeting of the committee for the academic year 2017-18 will be held on 18/07/2017 under the guidance of Hon. Dr. P R Patil at 01.00 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.





Principal

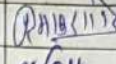
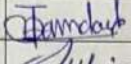
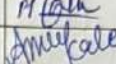

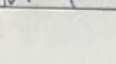
**Principal**

S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the student Parking.
4. To inform the committee about the grievances / complaints and its redressal.
5. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

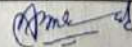
Name of the members	Signature	Name of the members	Signature
Prin. Dr. P R Patil		Dr. P D Gore	
Dr. M A Jamdade		Dr. P P Chaudhari	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2017-18 this was held on 18/07/2017.

The following activities are successfully carried out.

Subject	Action taken/ Compliance			
About the student Parking.	Students should park their vehicles in the allotted parking area.			
To inform the committee about the grievances / complaints and its redressal.	Date	Name	Nature of grievance/complaint	Action Taken
	14/07/2017	Atul Dhamdhere	Class indiscipline	Instructions were given to student regarding appropriate behavior and undertaken is taken.
	14/07/2017	Kiran Dhamdhere	Class indiscipline	Instructions were given to student regarding appropriate behavior and undertaken is taken.

  
Principal

S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208



## MINUTES OF THE MEETING

Meeting No.01

Date: 18/07/2017

Time: 01.00 pm

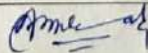
Present Members: 05

Committee: **Grievance Redressal Cell**

The First meeting of the **Grievance Redressal Cell Committee** (Academic year 2017-18) was held on 03/07/2017 at 12.45 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr P R Patil.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P R Patil the grievance box was opened. No suggestion found in the grievance box.
3	About the student Parking.	Students should park their vehicles in the allotted parking area.
4	To inform the committee about the grievances / complaints and its redressal.	The coordinator informed the committee about grievances and discipline related issues occurred time to time. The coordinator also informed about the disciplinary action taken as per the guidelines. The action taken report was accepted by the cell.
5	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will be discussed in the meeting with the permission of President.

  
Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



## MINUTES OF THE MEETING

Meeting No. 02

Date: 28/12/2017

Time: 12.30 pm

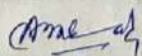
Present Members: 05

Committee: **Grievance Redressal Cell**

The Second meeting of the **Grievance Redressal Cell Committee** (Academic year 2017-18) was held on 28/12/2017 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. P R Patil.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P R Patil the grievance box was opened. No suggestion found in the grievance box.
3	About the dustbin in the classrooms	It is decided in the meeting that dustbin are essential in all classrooms.
4	To inform the committee about the grievances / complaints and its redressal.	The coordinator informed the committee about grievances and discipline related issues occurred time to time. The coordinator also informed about the disciplinary action taken as per the guidelines. The action taken report was accepted by the cell.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.

  
Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



**Shikshan PrasarkMandals**  
**Sahebrao Shankarrao Dhamdhere Arts and Commerce College**  
**Talegaon Dhamdhere Tal –Shirur, Dist- Pune**


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**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 1<sup>st</sup> meeting of the committee for the academic year 2018-19 will be held on 11/07/2018 under the guidance of Hon. Dr. Parag Chaudhari at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.

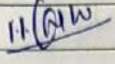

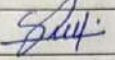
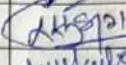
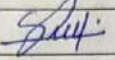
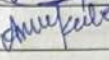


  
Principal  
**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur.  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the student Identity Card
4. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. P P Chaudhari		Dr. D C Wable	
Dr. S V Sangale		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2018-19 this was held on 11/07/2018.

The following activities are successfully carried out.

Subject	Action taken/ Compliance
About the student identity card	The ID cards have been distributed to the students.



  
Principal  
S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur.  
Dist Pune-412 208.



## MINUTES OF THE MEETING

Meeting No.01

Date: 11/07/2018

Time: 12.15 pm

Present Members: 06

Committee: **Grievance Redressal Cell**

The First meeting of the **Grievance Redressal Cell Committee** (Academic year 2018-19) was held on 11/08/2018 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. P P Chaudhari.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P P Chaudhari the grievance box was opened. No suggestion found in the grievance box.
3	About the student identity card	It is decided in the meeting that ID Card are distributed to the students from Library.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will be discussed in the meeting with the permission of President.



*Arme*  
Principal

S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 203

**Shikshan Prasark Mandals**  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
**Talegaon Dhamdhare Tal -Shirur, Dist- Pune**

**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 2nd meeting of the committee for the academic year 2018-19 will be held on 28/01/2019 under the guidance of Hon. Dr. Parag Chaudhari at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.



  
Principal

**Principal**  
S.S. Dhamdhare Arts & Commerce College,  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the discipline of the college campus.
4. To inform the committee about the grievances / complaints and its redressal.
5. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. P P Chaudhari		Dr. D C Wable	
Dr. S V Sangale		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2018-19 this was held on 28/01/2019.

The following activities are successfully carried out.

Subject	Action taken/ Compliance			
About the discipline of the college campus.	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library for that verandah committee will make verandah supervision.			
To inform the committee about the grievances / complaints and its redressal.	Date	Name	Nature of grievance/complaint	Action Taken
	10/09/2018	Suraj Deepak Chakor	Indiscipline and being absent for most of classes	Letter is sent to the parents regarding student's behavior and student was given instruction regarding proper behavior and attendance



Principal  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

	10/09/2018	Ajay Shankar Dhamdhare	Indiscipline and being absent for most of classes	Letter is sent to the parents regarding student's behavior and student was given instruction regarding proper behavior and attendance
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*(Signature)*

**Principal**

S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

## MINUTES OF THE MEETING

Meeting No. 02

Date: 28/01/2019

Time: 12.15 pm

Present Members: 06

Committee: **Grievance Redressal Cell**

The Second meeting of the **Grievance Redressal Cell Committee** (Academic year 2018-19) was held on 28/01/2019 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. P P Chaudhari.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P P Chaudhari the grievance box was opened. One suggestion found about teachers in the grievance box. For that next meeting is held on 18/02/2019.
3	About the discipline of the college campus	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library for that verandah committee will make verandah supervision.
4	To inform the committee about the grievances / complaints and its redressal.	The coordinator informed the committee about grievances and discipline related issues occurred time to time. The coordinator also



*P. P. Chaudhari*  
Principal

S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

		informed about the disciplinary action taken as per the guidelines. The action taken report was accepted by the cell.
5	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.



*[Handwritten Signature]*

Principal

S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

**Shikshan PrasarkMandals**  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
**Talegaon Dhamdhare Tal –Shirur, Dist- Pune**

**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 1<sup>st</sup> meeting of the committee for the academic year 2019-20 will be held on 13/07/2019 under the guidance of Hon. Dr. Parag Chaudhari at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.






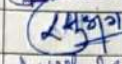
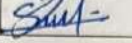
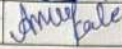
  
Principal

**Principal**  
S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur.  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the student Identity Card
4. To inform the committee about the grievances / complaints and its redressal.
5. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. P P Chaudhari		Dr. M A Jamdade	
Dr. D C Wable		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

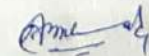
### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2019-20 this was held on 13/07/2019.

The following activities are successfully carried out.

Subject	Action taken/ Compliance			
About the student identity card	The ID cards have been distributed to the students.			
To inform the committee about the grievances / complaints and its redressal.	Date	Name	Nature of grievance/complaint	Action Taken
	04/07/2019	Ingale Sachin Vijay	Indiscipline in classroom	Instructions were given regarding appropriate behavior
	05/07/2019	Kumbhakarn Omkar Santosh	Indiscipline in classroom	Instructions were given regarding appropriate behavior





Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



## MINUTES OF THE MEETING

Meeting No.01

Date: 13/07/2019

Time: 12.15 pm

Present Members: 06

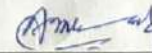
Committee: **Grievance Redressal Cell**

The First meeting of the **Grievance Redressal Cell Committee** (Academic year 2018-19) was held on 13/07/2019 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. P P Chaudhari.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P P Chaudhari, the grievance box was opened. No suggestion found in the grievance box.
3	About the student identity card	It is decided in the meeting that ID Card are distributed to the students from Library.
4	To inform the committee about the grievances / complaints and its redressal.	The coordinator informed the committee about grievances and discipline related issues occurred time to time. The coordinator also informed about the disciplinary action taken as per the guidelines. The action taken report was accepted by the cell.
5	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.



  
Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

**Shikshan Prasark Mandals**  
**Sahebrao Shankarrao Dhamdhere Arts and Commerce College**  
**Talegaon Dhamdhere Tal -Shirur, Dist- Pune**

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**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 2nd meeting of the committee for the academic year 2019-20 will be held on 07/12/2019 under the guidance of Hon. Dr. Parag Chaudhari at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.



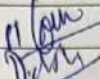
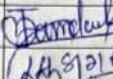
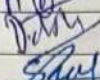
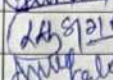
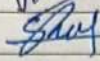
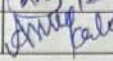
  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the discipline of the college campus.
4. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. P P Chaudhari		Dr. M A Jamdade	
Dr. D C Wable		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2019-20 this was held on 07/12/2019.

The following activities are successfully carried out.

Subject	Action taken/ Compliance
About the discipline of the college campus.	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library.



Principal

S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

## MINUTES OF THE MEETING

Meeting No. 02

Date: 07/12/2019

Time : 12.15 pm

Present Members: 06

Committee: **Grievance Redressal Cell**

The Second meeting of the **Grievance Redressal Cell Committee** (Academic year 2018-19) was held on 28/01/2019 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. P P Chaudhari.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. P P Chaudhari the grievance box was opened. No suggestion found in the grievance box.
3	About the discipline of the college campus	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.



*P. P. Chaudhari*

Principal

S.S. Dhamdhare Arts & Commerce College

Talegaon Dhamdhare, Tal. Shirur.

Dist Pune-412 208

**ShikshanPrasarkMandals**

**SahebraoShankarraoDhamdhere Arts and Commerce College**

**TalegaonDhamdhere Tal –Shirur, Dist- Pune**

**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 1<sup>st</sup> meeting of the committee for the academic year 2020-21 will be held on 24/07/2020 under the guidance of Hon. Dr. Ashok Navale at 12.30 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.



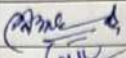


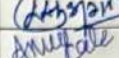

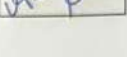
  
Principal

**Principal**  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the Sanitizers in the vharanda.
4. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. Ashok Navale		Dr. P D Gore	
Dr. P P Chaudhari		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2020-21 this was held on 24/07/2020.

The following activities are successfully carried out.

Subject	Action taken/ Compliance
About the Sanitizers in the vharanda.	The Sanitizer is placed in the vharanda



  
Principal  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 208.

## MINUTES OF THE MEETING

Meeting No.01

Date: 24/07/2020

Time: 12.30 pm

Present Members: 06

Committee: **Grievance Redressal Cell**

The First meeting of the **Grievance Redressal Cell Committee** (Academic year 2020-21) was held on 24/07/2020 at 12.30 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. Ashok Navale.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. Ashok Navale the grievance box was opened. No suggestion found in the grievance box.
3	About the Sanitizers in the vharanda	It is decided in the meeting that the Sanitizer is placed in the vharanda.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.





Principal

Dhamdhare Arts & Commerce College,  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208.

**Shikshan Prasark Mandals**  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
**Talegaon Dhamdhare Tal -Shirur, Dist- Pune**


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**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 1<sup>st</sup> meeting of the committee for the academic year 2021-22 will be held on 17/08/2021 under the guidance of Hon. Dr. Ashok Navale at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.



  
Principal

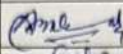

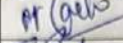
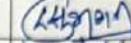
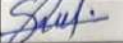
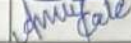
**Principal**  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the strictly follow the Covid rules and regulations.
4. Any other point to be discussed with the permission of Hon. President.



**Following Members were present for the meeting.**

Name of the members	Signature	Name of the members	Signature
Prin. Dr. Ashok Navale		Dr. P D Gore	
Dr. P P Chaudhari		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### **ACTION TAKEN REPORT**

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2021-22 this was held on 17/08/2021

The following activities are successfully carried out.

Subject	Action taken/ Compliance
About the strictly follow the Covid rules and regulations.	Students instructed to follow the covid 19 rules as per the government.



Principal

S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

## MINUTES OF THE MEETING

Meeting No.01

Date: 17/08/2021

Time: 12.15 pm

Present Members: 06

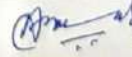
Committee: **Grievance Redressal Cell**

The First meeting of the **Grievance Redressal Cell Committee** (Academic year 2018-19) was held on 17/08/2021 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhere College by Hon. Prin. Dr. Ashok Navale.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. Ashok Navale, the grievance box was opened. No suggestion found in the grievance box.
3	About the strictly follow the Covid rules and regulations.	Students instructed to follow the covid 19 rules as per the government.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.





**Principal**

S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

**Shikshan Prasark Mandals**  
**Sahebrao Shankarrao Dhamdhere Arts and Commerce College**  
**Talegaon Dhamdhere Tal -Shirur, Dist- Pune**

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**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 2nd meeting of the committee for the academic year 2021-22 will be held on 10/01/2022 under the guidance of Hon. Dr. Ashok Navale at 12.15 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.

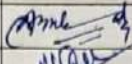
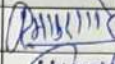

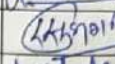
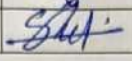
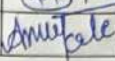


  
Principal  
**Principal**  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the discipline of the college campus.
4. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. Ashok Navale		Dr. P D Gore	
Dr. P P Chaudhari		Dr. R S Bhagat	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2021-22 this was held on 10/01/2022.

The following activities are successfully carried out.

Subject	Action taken/ Compliance
About the discipline of the college campus.	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library.



  
Principal  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 208.

## MINUTES OF THE MEETING

Meeting No. 02

Date: 10/01/2022

Time : 12.15 pm

Present Members: 06


Committee: **Grievance Redressal Cell**

The Second meeting of the **Grievance Redressal Cell Committee** (Academic year 2021-22) was held on 10/01/2022 at 12.15 pm in the office of Sahebrao Shankarrao Dhamdhare College by Hon. Prin. Dr. Ashok Navale.

The following agenda items discussed during the meeting and it was unanimously resolved to implement them. The meeting was adjourned after the vote of thanks of Dr. A V Kale.

Sr. No	Subject	Resolution
1	To read and confirm minutes of the previous meeting	The minutes of the previous meeting are read by the chairman of the committee and confirmed. As per the minutes of the meeting the action taken report is briefly discussed in the meeting.
2	To open the grievance box.	Under the observation of Hon. Principal Dr. Ashok Navale the grievance box was opened. No suggestion found in the grievance box.
3	About the discipline of the college campus	It is decided in the meeting that the student bunk the classes or they have no lecture that time they should sit in the library.
4	Any other point to be discussed with the permission of Hon. President.	If there is any other point it will discussed in the meeting with the permission of President.





Principal

S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

Shikshan Prasark Mandals

Sahebrao Shankarrao Dhamdhere Arts and Commerce College

Talegaon Dhamdhere Tal -Shirur, Dist- Pune

**GRIEVANCE REDRESSAL CELL COMMITTEE MEETING**

**NOTICE**

All the members of the Grievance Redressal Cell Committee are hereby informed that the 2nd meeting of the committee for the academic year 2017-18 will be held on 28/12/2017 under the guidance of Hon. Dr. P R Patil at 12.30 pm. All the members are, therefore requested to kindly make it convenient to attend the meeting.



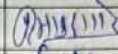
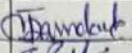
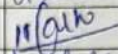
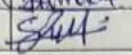
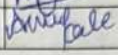
*(Signature)*  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

**AGENDA OF THE MEETING**

1. To read and confirm minutes of the previous meeting.
2. To open the grievance box.
3. About the dustbin in the classrooms.
4. To inform the committee about the grievances / complaints and its redressal.
5. Any other point to be discussed with the permission of Hon. President.

Following Members were present for the meeting.

Name of the members	Signature	Name of the members	Signature
Prin. Dr. P R Patil		Dr. P D Gore	
Dr. M A Jamdade		Dr. P P Chaudhari	
Mr. Shankar Musale		Dr. A V Kale	

### ACTION TAKEN REPORT

In compliance with the resolution made in the meeting of Grievance Redressal Cell Committee for the year 2017-18 this was held on 28/12/2017

The following activities are successfully carried out.

Subject	Action taken/ Compliance			
About the dustbin in the classrooms	It is decided in the meeting that dustbin are essential in all classrooms.			
To inform the committee about the grievances / complaints and its redressal.	Date	Name	Nature of grievance/complaint	Action Taken
	11/08/2017	Narke Hari Kalidas	Regarding absence for lectures	Instructions were given regarding regular attendance in college
	08/09/2017	Birju Shahanur Kale	Students has brought with him a unkown person in college	Instructions were given regarding not bringing anyone from outside college without prior permission





Principal

S.S. Dhamdhare Arts & Commerce College,  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 208.

**Women Grievance  
and  
Sexual Harrassment Cell  
  
Policy & Procedures**



**Internal Complaints Committee (ICC) 2022-23**

<b>Sr.No.</b>	<b>Name</b>	<b>Designation</b>
1	Dr. Navale A.B.	Chairperson
2	Prof. Dighe M.T.	Coordinator
3	Prof. Bhumkar A.S.	Member
4	Mrs. Pandit D.S.	Social Worker
5	Dr. Kale A.V.	Member
6	Mr. Shinde S.S.	Member
7	Mr. Bhoite N.A.	Member

(b) the medical expenses incurred by the victim for physical, psychiatric treatment;

(c) the loss of career opportunity due to the incident of sexual harassment;

(d) the income and status of the alleged perpetrator and victim; and

(e) the feasibility of such payment in lump sum or in instalments.

↓ **Action against frivolous complaint -**

To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2) of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.


↓ **Consequences of non-compliance.**

(I) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice:

(a) withdrawal of declaration of fitness to receive grants under section 12B of the University Commission Act, 1956.

(b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;



  
**Principal**  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur.  
Dist. PUNE-412 208

(c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;

(d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;

(e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

↓ **Punishment and compensation-**

(1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may

(a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card:

(b) suspend or restrict entry into the campus for a specific period;

(c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;

(d) award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

(a) mental trauma, pain, suffering and distress caused to the aggrieved person;



*Principal*  
**Principal**  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur.  
Dist. Pune-412 208

↓ **The process for making complaint and conducting Inquiry**

The ICC shall comply with the procedure prescribed in these Regulations and the Act for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

↓ **Process of making complaint of sexual harassment-**

An aggrieved person is required to submit written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues.Co-students.Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

↓ **Process of conducting Inquiry-**

(1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive



*(Signature)*  
**Principal**

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shinur,  
Dist. Pune-412 208

Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within period of thirty days from the receipt of the inquiry report. unless an appeal against the findings is filed within that time by either party

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.


(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

⚡ **Interim redressal**-The HEI may.

(a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC

(b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;



  
**Principal**  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 208

(c) withholding any grant allocated to the institution;

(d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;

(e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;

(f) recommending the affiliating university for withdrawal of affiliation, in case of a college;

(g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;

(h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.

(i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations

(2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

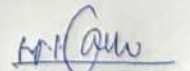
**Contact :**

Prof. Mrs. Dighe M.T.

Mobile No : 9834259987

Email. Id : ssdhamdhерecollege2009@rediffmail.com



  
Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhare Arts and Commerce College  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

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Date- 10/07/2017

NOTICE

The meeting of Antirragging Committee is Scheduled 14/07/2017 at 11.00 am in  
Principals cabin.

**Agenda of the meeting:**

1. Confirmation of minutes of the last meeting.
2. Discussion regarding prohibition in the campus.
3. Issue with the permission of the chairman.

You are requested to make it convenient to attend the meeting.

**Principal**  
S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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Antiragging Committee Meeting Attendance

Sr. No.	Name	Designation	Sign
1	Dr Pradip Rajdhar Patil	Principal	
2	Mr. Mahesh Arvind Dhamdhere	Local Representative	
3	Mr N B Mulla	Representative of Media	
4	Mrs Dipti Sachin Pandit	NGO Representative	
5	Prof Ajita Sachin Bhumkar	Antiragging Committee Member	
6	Prof Somnath Vasantrao Patil	Antiragging Committee Member	
7	Prof Arun Jalindar Divate	Antiragging Committee Member	
8	Mr Abhijit Suresh Kapre	Student- Boy Representative	
9	Miss Kalyani Suresh Dhamdhere	Student- Girl Representative	
10	Prof Amey Vinayak Kale	Antiragging Committee Convener	





Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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Minutes of the Meeting

**Agenda 1:** Introduction of the committee.

**Resolution:** All members given their self-introduction. Prof Amey Kale given overview about roles and responsibilities of the committee

**Agenda. 2.** Discussion regarding Prohibition of Ragging

**Resolution:** Committee discussed regarding various aspects of ragging and its prohibition in campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of undersigned immediately without any delay. All are requested to take note of the same and advised to come with suggestions in next meeting.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:** Prof. Somnath Patil lighted need of displaying antiragging committee board in the campus. Through discussion was made and it is resolved to display board of Anti-Ragging Committee in the institute campus at prominent places. As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune



**Action taken report of the meeting**

Sr. No.	Resolution in the meeting	Action taken for Implementation & outcomes
NIL		

*Amey Kale*  
Committee Convener





Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhare Arts and Commerce College  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

Date- 26/07/2018

**NOTICE**

The meeting of Antiragging Committee is Scheduled 31/07/2018 at 11.30 am in Principals cabin.

**Agenda of the meeting:**

1. Confirmation of minutes of the last meeting.
2. Discussion regarding prohibition in the campus.
3. Issue with the permission of the chairman.

You are requested to make it convenient to attend the meeting.



**Principal**

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208.



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

### Antiragging Committee Meeting Attendance

Sr. No.	Name	Designation	Sign
1	Dr Pradip Rajdhar Patil	Principal	
2	Mr. Mahesh Arvind Dhamdhere	Local Representative	
3	Mr N B Mulla	Representative of Media	
4	Mrs Dipti Sachin Pandit	NGO Representative	
5	Prof Ajita Sachin Bhumkar	Antiragging Committee Member	
6	Prof Somnath Vasantrao Patil	Antiragging Committee Member	
7	Prof Nilesh Pachundakar	Antiragging Committee Member	
8	Prof Amey Vinayak Kale	Antiragging Committee Convener	



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Minutes of the Meeting**

**Agenda 1:** Confirmation of Minutes of last meeting.

**Resolution:** Minutes of last meeting are read and unanimously approved.

**Agenda 2.** Discussion regarding Prohibition of Ragging

**Resolution:** Committee was happy and proud to state that, no any ragging case is reported in campus which states that, Institute campus is ragging free.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:** Prof Nilesh Pachundakar lighted need of conducting Anti-Ragging Session for the newly admitted students of first year. Through discussion was made and it is resolved to conduct session. As there were no issues to discuss, meeting concluded with vote of thanks to all present.



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Action taken report of the meeting**

Sr. No.	Resolution in the meeting	Action taken for Implementation & outcomes
	NIL	

*Amey Kale*  
Committee Convener





Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhare Arts and Commerce College  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

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Date:01/08/2019

**NOTICE**

The meeting of Antiragging Committee is Scheduled 05/08/2019 at 12.30 pm in  
Principals cabin.

**Agenda of the meeting:**

1. Confirmation of minutes of the last meeting.
2. Discussion regarding prohibition in the campus.
3. Issue with the permission of the chairman.

You are requested to make it convenient to attend the meeting.

**Principal**  
S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208



Shikshan Prasark Mandals  
Saheb Rao Shankarrao Dhamdhare Arts and Commerce College  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

**Antiragging Committee Meeting Attendance**

Sr. No.	Name	Designation	Sign
1	Dr Parag Chaudhari	Principal	
2	Mr. Mahesh Arvind Dhamdhare	Local Representative	
3	Mr N B Mulla	Representative of Media	
4	Mrs Dipti Sachin Pandit	NGO Representative	
5	Prof Ajita Sachin Bhumkar	Antiragging Committee Member	
6	Prof Somnath Vasantrao Patil	Antiragging Committee Member	
7	Prof Nilesh Pachundakar	Antiragging Committee Member	
8	Mr Abhijit Suresh Kapre	Student- Boy Representative	
9	Miss Komal Bhujbal	Student- Girl Representative	
10	Prof Amey Vinayak Kale	Antiragging Committee Convener	



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Minutes of the Meeting**

**Agenda 1:** Confirmation of Minutes of last meeting.

**Resolution:** Minutes of last meeting are read and unanimously approved.

**Agenda 2.:** Discussion regarding Prohibition of Ragging

**Resolution:** Committee was happy and proud to state that, no any ragging case is reported in campus which states that, Institute campus is ragging free.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:** Prof Somnath Patil lighted need to fill online Anti-Ragging forms for the newly admitted students Through discussion was made and it is resolved to conduct session. As there were no issues to discuss, meeting concluded with vote of thanks to all present.



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Action taken report of the meeting**

Sr. No.	Resolution in the meeting	Action taken for Implementation & outcomes
NIL		

*Anurag Kale*  
Committee Convener





Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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Date: 11/08/2021

NOTICE

The meeting of Antiragging Committee is Scheduled 16/08/2021 at 12.15 am in Principals cabin.

**Agenda of the meeting:**

1. Confirmation of minutes of the last meeting.
2. Discussion regarding prohibition in the campus.
3. Issue with the permission of the chairman.

You are requested to make it convenient to attend the meeting.

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

**Antiragging Committee Meeting Attendance**

Sr. No.	Name	Designation	Sign
1	Dr Ashok Bhanudas Navale	Principal	
2	Mr. Mahesh Arvind Dhamdhere	Local Representative	
3	Mr N B Mulla	Representative of Media	
4	Mrs Dipti Sachin Pandit	NGO Representative	
5	Prof Ajita Sachin Bhumkar	Antiragging Committee Member	
6	Prof Vivek Dinkar Khabde	Antiragging Committee Member	
7	Prof Nilesh Pachundakar	Antiragging Committee Member	
8	Prof Amey Vinayak Kale	Antiragging Committee Convener	



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Minutes of the Meeting**

**Agenda 1:** Introduction of the committee.

**Resolution:** All members given their self-introduction. Prof Amey Kale given overview about roles and responsibilities of the committee.

**Agenda 2.** Discussion regarding Prohibition of Ragging

**Resolution:** Committee discussed regarding various aspects of ragging and its prohibition in campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of undersigned immediately without any delay

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:** As there were no issues to discuss, meeting concluded with vote of thanks to all present.

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208



Shikshan Prasark Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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**Action taken report of the meeting**

Sr. No.	Resolution in the meeting	Action taken for Implementation & outcomes
NIL		

  
Committee Convener

  
**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur  
Dist Pune-412 208

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Date- 31/08/2021

NOTICE

All members are requested to note that the meeting of "Women Grievance and Sexual Harassment Cell" is Scheduled on 08/09/2021 at 11.00 am in Principals Office.



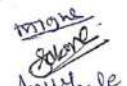
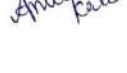
All the following members are requested to attend the meeting.

  
Coordinator

  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 206

1. Dr. Nawale A.B.
2. Prof. Bhumkar A.S.
3. Prof. Rahate P.S.
4. Prof. Dighe M.T.
5. Prof. Sakore S.R.
6. Dr. Kale A.V.
7. Mr. Shinde S.B.



Shikshan Prasarak Mandals  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

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**Minutes of the Meeting**

The Meeting of the Women Grievance Cell of the college with its newly constituted members for the academic session 2021-2022 started at 11.00 a.m. under the Chairmanship of Dr. Nawale A.B. , Principal and Chairperson. Initially the Coordinator gave a warm welcome to all the members present. Afterwards the business of the meeting followed, by taking the agenda item wise.

**Item No.1:**

To read and confirm the minutes of the previous meeting of the Women Grievance Cell of the college .

**Item No.2:**

Confirmation/adoption of UGC guidelines on women grievances and sexual harassment in the educational institutions, it was decided:

- (i) To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college, and
- (ii) To develop principles and procedures for combating sexual harassment.

**Item No.3:**

Regarding matters relating to complaint, the house confirm that not a single complain from the girl students have been received by the Committee, hence Redressal is NIL

As there was no other matter for discussion, the meeting ended with vote of thanks to all the members present.

  
Coordinator





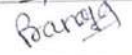

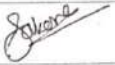
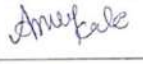
  
Principal  
**Principal**  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist. Pune-412 203



Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Date- 08/09/2021

Attendance Sheet

Sr. No.	Name	Designation	Signature
1	Dr. Nawale A.B.	Principal	
2	Prof. Bhumkar A.S.	Coordinator	
3	Prof. Rahate P.S.	Member	
4	Prof. Dighe M.T.	Member	
5	Prof. Sakore S.R.	Member	
6	Dr. Kale A.V.	Member	
7	Mr. Shinde S.B.	Member	Ab



Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Date- 12/08/2020

NOTICE

All members are requested to note that the meeting of "Women Grievance and Sexual Harrasement Cell" is Scheduled on 18/08/2020 at 11.00 am in Principals Office.

All the following members are requested to attend the meeting.

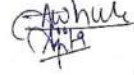
  
Coordinator

  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur.  
Dist Pune-412 208

1. Dr. Nawale A.B.
2. Prof. Awhale N.K.
3. Prof. Bhumkar A.S.
4. Prof. Pawar A.
5. Prof. Shitole A.V.
6. Dr. Kale A.V.
7. Mr. Shinde S.B.











Shikshan Prasarak Mandals

Sahebrao Shankarrao Dhamdhere Arts and Commerce College

Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

### Minutes of the Meeting

The Meeting of the Women Grievance Cell of the college for the academic session 2020-2021 started at 11.00 a.m. under the Chairmanship of Dr. Navale A.B., Principal and Chairperson. Initially the Coordinator gave a warm welcome to all the members present. Afterwards the business of the meeting followed, by taking the agenda item wise.

**Item no.1:**

To read and confirm the minutes of the previous meeting of the Women Grievance Cell held. The members unanimously confirmed the minutes.

**Item no.2:**

Regarding measures to be taken, it was decided to promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence in the college, since the college is a co-educational, hence safety and security to the girl students should be given priority.

**Item no.3:**

Regarding matter of grievance complaint, it was found by the members that not a single grievance has been brought to the notice of the Committee during the session, thus Redressal is nil.

As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

  
Coordinator

  
Principal


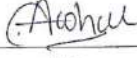

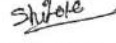
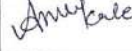



**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Date- 18/08/2020

Attendance Sheet

Sr. No.	Name	Designation	Signature
1	Dr. Nawale A.B.	Principal	
2	Prof. Awhale N.K.	Coordinator	
3	Prof. Bhumkar A.S.	Member	
4	Prof. Pawar A.	Member	Ab
5	Prof. Shitole A.V.	Member	
6	Dr. Kale A.V.	Member	
7	Mr. Shinde S.B.	Member	



Shikshan Prasarak Mandals  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

Date- 26/07/2019

NOTICE

All members are requested to note that the meeting of "Women Grievance and Sexual Harassment Cell" is Scheduled on 06/08/2019 at 11.00 am in Principals Office.

All the following members are requested to attend the meeting.

*Awhale*  
Coordinator

1. Dr. P.P. Chaudhari
2. Prof. Awhale N.K.
3. Prof. Bhumkar A.S.
4. Prof. Unde S.K.
5. Prof. Shitole A.V.
6. Dr. Kale A.V.
7. Mr. Shinde S.B.

*S.S. Dhamdhare*  
Principal

**Principal**  
S.S.Dhamdhare Arts & Commerce College,  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208.

*Awhale*  
*Shinde*

*Shitole*

*Dr. Kale*

*S.B. Shinde*



Shikshan Prasarak Mandals  
**Sahebrao Shankarrao Dhamdhare Arts and Commerce College**  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

**Minutes of the Meeting**

The Meeting of the Women Grievance and Sexual Harassment Redressal Cell of the college with its newly constituted members for the academic session 2019-2020 started at 11.00 a.m. under the Chairmanship of Dr. P.P.Chaudhari, Principal and Chairperson. Initially the Coordinator gave a warm welcome to all the members present. Afterwards the business of the meeting followed, by taking the agenda item wise.

**Item no.1:**

To read and confirm the minutes of the previous meeting of the Women Grievance Cell. The members unanimously confirmed the minutes.

**Item no.2:**

Regarding measures taken for prevention and prohibition of sexual harassment to the girl students, it was decided by the members that;

- (i) The Committee should organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination;
- (ii) Fulfill the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender-based discrimination.

**Item no.3:**

Regarding matter relating to grievance complaint, there were no such cases for Redressal during the academic session.

As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

  
Coordinator



  
Principal

**Principal**  
S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhare Arts and Commerce College  
Talegaon Dhamdhare, Tal- Shirur, Dist- Pune

06/08/2019

Attendance Sheet

Sr. No.	Name	Designation	Signature
1	Dr. P.P. Chaudhari	Principal	
2	Prof. Awhale N.K.	Coordinator	
3	Prof. Bhumkar A.S.	Member	
4	Prof. Unde S.K.	Member	
5	Prof. Shitole A.V.	Member	
6	Dr. Kale A.V.	Member	
7	Mr. Shinde S.B.	Member	



Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Date- 26/07/2018

NOTICE

All members are requested to note that the meeting of "Women Grievance and Sexual Harrassment Cell" is Scheduled on 01/08/2018 at 11.00 am in Principals Office.

All the following members are requested to attend the meeting.

*Awhale*  
Coordinator

1. Dr. P.P. Chaudhari
2. Prof. Awhale N.K.
3. Prof. Bhumkar A.S.
4. Prof. Pawar P.M.
5. Dr. Kale A.V.
6. Dr. Wabale D.C.
7. Mr. Shinde S.B.

*S.S.Dhamdhere*  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur.  
Dist Pune-412 208

*Awhale*  
*Shinde*  
*PP*  
*Wabale*  
*Shinde*






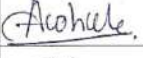


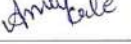

Shikshan Prasarak Mandals

Sahebrao Shankarrao Dhamdhere Arts and Commerce College

Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

01/08/2018

Attendance Sheet

Sr. No.	Name	Designation	Signature
1	Dr. P.P. Chaudhari	Principal	
2	Prof. Awhale N.K.	Coordinator	
3	Prof. Bhumkar A.S.	Member	
4	Prof. Pawar P.M.	Member	Ab
5	Dr. Wabale D.C.	Member	
6	Dr. Kale A.V.	Member	
7	Mr. Shinde S.B.	Member	

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

Minutes of the Meeting

The Meeting of the Women Grievance and Sexual Harassment Redressal Cell of the college with its newly constituted members for the academic session 2018-2019 started at 11.00 a.m. under the Chairmanship of Dr. P.P.Chaudhari, Principal and Chairperson. Initially the Coordinator gave a warm welcome to all the members present. Afterwards the business of the meeting followed, by taking the agenda item wise.

**Item No.1:**

To read and confirm the minutes of the previous meeting of the Women Grievance Cell. The members unanimously confirmed the minutes.

**Item No.2:**

Confirmation/adoption of UGC guidelines on women grievances and sexual harassment in the educational institutions, it was decided:

- (i) To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college, and
- (ii) To develop principles and procedures for combating sexual harassment.
- (iii) That women student representatives be included in the committee so that the girl students will be able to share with fellow students, the measure that are being taken towards sexually harassed students in the college.

**Item No.3:**

Regarding matters relating to complaints, it was found that there is not a single case of sexual harassment brought to the notice of the Cell so far, the Redressal matter is nil.

As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

*Ashutosh*  
Coordinator



*M. G. Chaudhari*  
Principal  
**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 208

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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Date- 10/07/2017

NOTICE

All members are requested to note that the meeting of "Women Grievance and Sexual Harrassment Cell " is Scheduled on 15/07/2017 at 11.00 am in Principals Office.

All the following members are requested to attend the meeting.

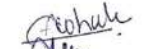


  
Coordinator



1. Dr. P.R.Patil
2. Prof. Awhale N.K.
3. Prof. Bhumkar A.S.
4. Prof. Pawar P.M.
5. Prof. Gholap U. B.
6. Dr. Kale A.V.
7. Mr. Shinde S.B.

  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College,  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208.

Shikshan Prasarak Mandals  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College  
Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

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Minutes of the Meeting

The Meeting of the Women Grievance and sexual Harrasment Cell of the college with its newly constituted members for the academic session 2017-2018 started at 11.00 a.m. under the Chairmanship of Dr. Patil P.R., Principal and Chairperson. Initially the Coordinator gave a warm welcome to all the members present. Afterwards the business of the meeting followed, by taking the agenda item wise.

**Item No.1:**

To read and confirm the minutes of the previous meeting of the Women Grievance Cell .The members unanimously confirmed the minutes.

**Item No.2:**

Confirmation/adoption of UGC guidelines on women grievances and sexual harassment in the educational institutions, it was decided:

- (i) To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college, and
- (ii) To develop principles and procedures for combating sexual harassment.
- (iii) That women student representatives be included in the committee so that the girl students will be able to share with fellow students, the measure that are being taken towards sexually harassed students in the college.

**Item No.3:**

Regarding matters relating to complaints, it was found that there is not a single case of sexual harassment brought to the notice of the Cell so far, the Redressal matter is nil. As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

*Achale*  
Coordinator



*Forman*  
Principal

**Principal**  
S.S.Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist Pune-412 208

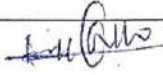
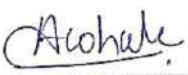


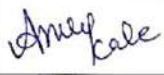

Shikshan Prasarak Mandals

Sahebrao Shankarrao Dhamdhere Arts and Commerce College

Talegaon Dhamdhere, Tal- Shirur, Dist- Pune

15/07/2017

Attendance Sheet

Sr. No.	Name	Designation	Signature
1	Dr. P.R.Patil	Principal	
2	Prof. Awhale N.K.	Coordinator	
3	Prof. Bhumkar A.S.	Member	
4	Prof. Pawar P.M.	Member	
5	Prof. Gholap U. B.	Member	Ab
6	Dr. Kale A.V.	Member	
7	Mr. Shinde S.B.	Member	



## Organization wide Awareness of Anti-Ragging/ Anti-harassment Policies



शिक्षण प्रसारक मंडळाचे  
साहेबराव शंकरराव ढमढेरे कला व वाणिज्य महाविद्यालय  
तळेगाव ढमढेरे, ता. शिरूर, जि. पुणे

### रॅगिंग (Ragging)

महाराष्ट्र प्रतिबंध अधिनियम-१९९९  
Maharashtra Prohibition of Ragging Act-1999

- धांबा
- रॅगिंगला
- नाही म्हणा

रॅगिंग हा फौजदारी गुन्हा आहे व शिक्षणाची प्रतिष्ठा कमी करणारा आहे

- \* कोणत्याही अशा कृतीमुळे:
- \* मानसिक / शारीरिक लैंगिक त्रास
- \* शारीरिक त्रास
- \* असभ्य वर्तन
- \* गुहेगारी पाकटपट्टा / चुकीच्या पध्दतीने दबाव
- \* मानकी प्रतिष्ठा झाल्याने
- \* आर्थिक शोषण / खळगी
- \* बलात्ता वापर

● कोणत्याही स्वरूपातील रॅगिंग दंडनीय आहे

स्त्रैर आनंदासाठी रॅगिंग करणाऱ्या विद्यार्थ्यांची होऊ शकते:

- \* संस्थेस हवालपट्टी
- \* मेस / होस्टेलमध्ये दंडी
- \* पगारी / तिची रकॉलरशिप नद होऊ शकते
- \* परिक्षेला बसण्यास प्रतिबंध
- \* कोणत्याही संस्थेत प्रवेशास नकार
- \* गुहेगारी कृत्याविरोध कायदेशीर कारवाई
- \* दोन वर्षे सक्त मजुरी व रुपये १०,००० दंड

● संपर्क फोन नंबर  
Off.: 02137-272462

आपला कॅम्पस रॅगिंग मुक्त ठेवा

GPS Map Camera



Google

Talegaon Dhamdhere, Maharashtra, India  
M4CX+J6G, Talegaon Dhamdhere,  
Maharashtra 412208, India  
Lat 18.671671°  
Long 74.147898°  
20/12/22 12:23 PM GMT +05:30

## Organization wide Awareness of Anti-Ragging/Anti-harassment Policies

शिक्षण प्रसारक मंडळाचे  
साहेबराव शंकरराव ढमढेरे कला व वाणिज्य महाविद्यालय  
तळेगाव ढमढेरे, ता.शिरूर,जि.पुणे  
महिला तक्रार निवारण समिती व लैंगिक प्रतिबंधक समिती

मा.सर्वोच्च न्यायालयाने दिलेल्या निवाड्याच्या आधारे तयार केलेली नियमावली  
लैंगिक छळाबाबत आलेल्या तक्राराची चौकशी करण्यासाठी विहित कार्यपध्दती

1. महाविद्यालय/संस्थेची विद्यार्थ्यांनी/प्राध्यापिका/कर्मचारी/अभ्यागत आदी संबंधित विद्यार्थी/कर्मचारी/संस्था सदस्य वा अन्य पुरुष व्यक्ती आणि बाहेरील थर्ड पार्टी विरुद्ध लैंगिक छळाबाबत तक्रार करण्याचा हक्क राहिल. तक्रार शक्यतो लेखी वा परीस्थीतीनुसार तोंडी हो स्विकारता येईल.
2. तक्रारदार व आरोपी या दोघांनाही आपली वाजू मांडण्याची संधी समिती देईल व त्याबद्दल आपले तिष्कार व निर्णय समिती देईल.
3. तक्रार आल्यापासून जास्तीत जास्त दोन महिन्यांच्या आत चौकशी पूर्ण करून समिती आपला अहवाल प्राचार्यांना सादर करील.
4. तक्रार प्राप्त झाल्यानंतर १५ दिवसांच्या आत समिती आपल्या बैठकीत तक्रारीची सर्व बाजूंनी शहानिशा करील व लैंगिक छळाचा आरोप असणाऱ्या व्यक्तीस बोलावून स्पष्टीकरण विचारतील.
5. समितीने केलेल्या शिफारसीनुसार प्राचार्य/संस्था चालक कार्यवाई करतील.
6. लैंगिक छळस बळी पडलेली महिला/साक्षीदार यांना सुव्यवस्थीत वागविले जात नाही याची खात्री समिती करेल.
7. जर समितीने दिलेला निर्णय मान्य नसेल तर विद्यापीठातील लैंगिक प्रतीबंधक कक्षाकडे जाण्याचा देखी पक्षाना हक्क राहिल. मात्र कक्षाने दिलेला निर्णय त्यांच्यावर बंधनकारक राहिल.
8. समितीच्या सदस्यांना बैठकीसाठी कोणताही भत्ता या मानधन दिले जाणार नाही. मात्र समितीचे बाहेरून येणारे सदस्य विद्यापीठ नियमानुसार टी.ए.डी.ए. मिळण्यास पात्र राहतील.
9. जर बाहेरील व्यक्तींकडून (थर्ड पार्टी) लैंगिक छळाचा गुन्हा झाला असेल तर प्राचार्य/संस्थाचालक गुहेगारविरुद्ध लैंगिक छळाची रीतसर तक्रार योग्य त्या पोलीस अधिकाऱ्याकडे दाखल करतील आणि लैंगिक छळस बळी पडलेल्या महिलांस साहाय्य करतील.
10. जर इंडियन पिनल कोड वा अन्य कायद्यासाठी नोंद करण्यात आलेला विशिष्ट गुन्हा करण्यात आला असेल (उदा बलनाकार इ.) तर प्राचार्य संस्था चालक कायदेशीर रितीने संबंधित पोलीस स्टेशनवर गुन्हा दाखल करतील.

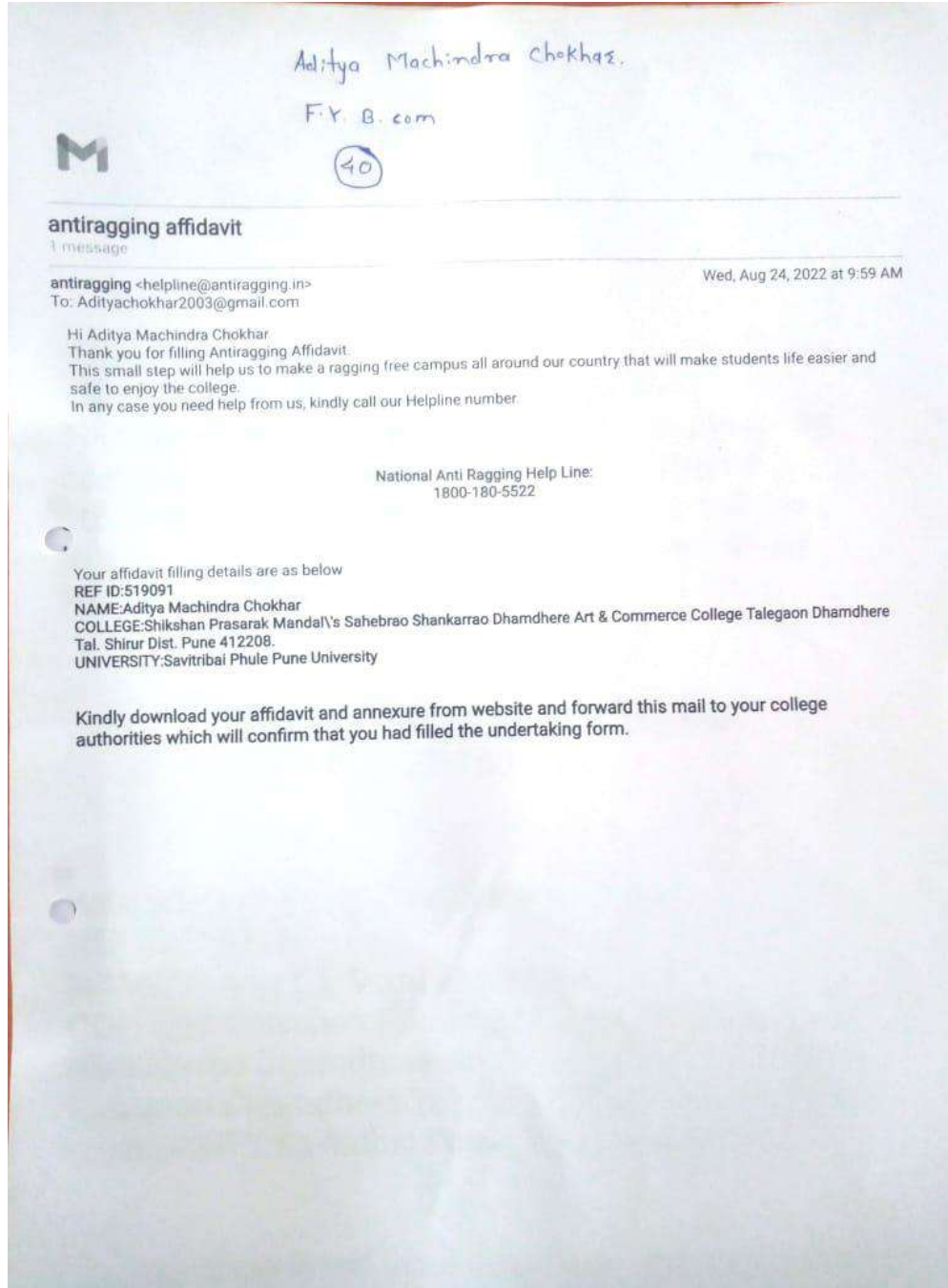
जवळच्या पोलीस स्टेशनचा फोन नंबर  
तळेगाव ढमढेरे पोलीस स्टेशन:- ९९२३७१६७३१ शिरूर पोलीस स्टेशन:- २१३७-२८२३३३

GPS Map Camera

Talegaon Dhamdhere, Maharashtra, India  
M4CX+7HG, Talegaon Dhamdhere,  
Maharashtra 412208, India  
Lat 18.67114°  
Long 74.148995°  
20/12/22 12:21 PM GMT +05:30

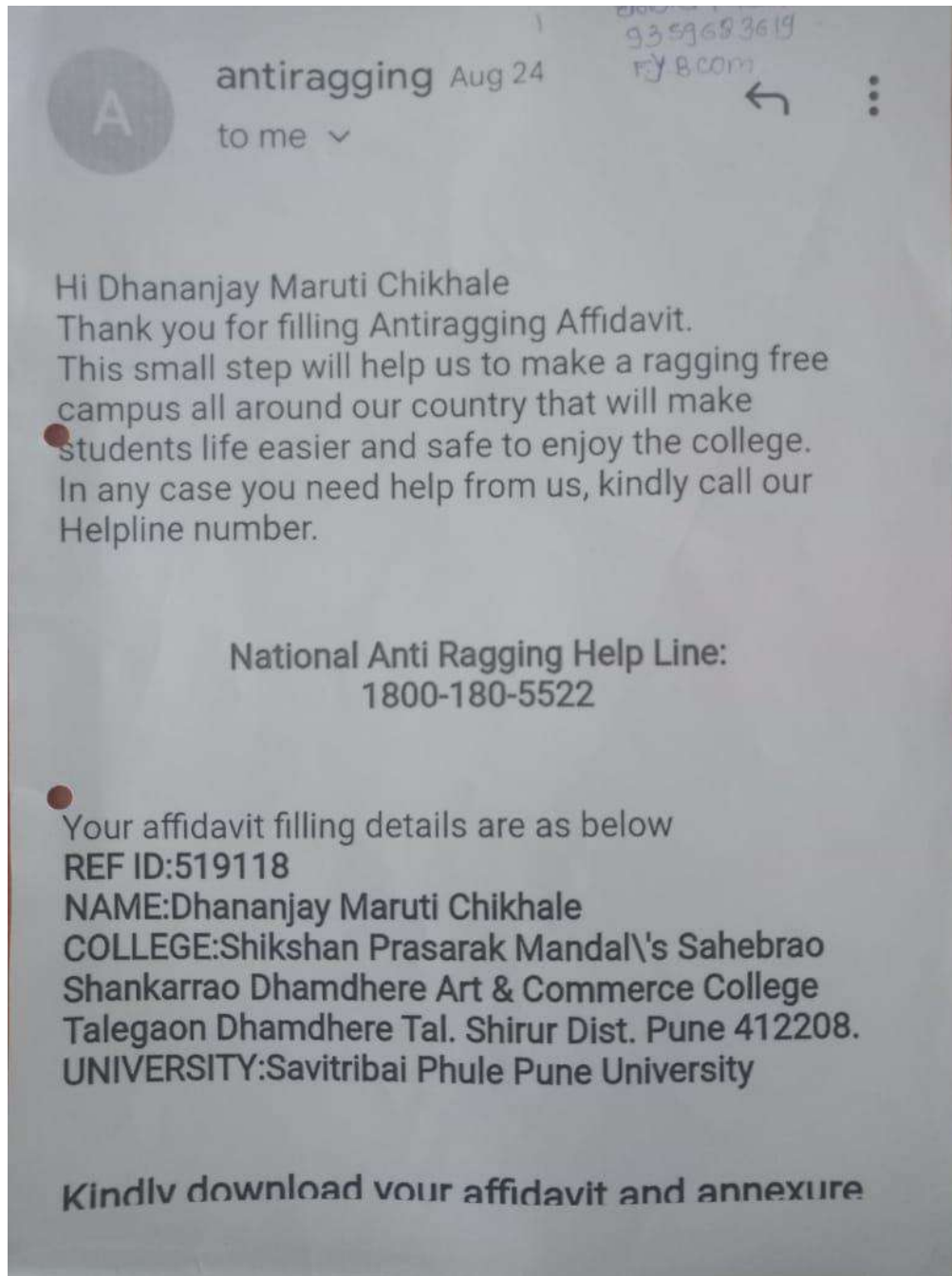
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## Online Undertakings/Affidavit on Policies with Zero Tolerance





## Online Undertakings/Affidavit on Policies with Zero Tolerance



Induction programme for students regarding awareness of Anti- Ragging Rules

Shikshan Prasarak Mandal's  
Sahebrao Shankarrao Dhamdhere Arts and Commerce College,  
Talegaon Dhamdhere, Tal – Shirur, Dist – Pune.

Induction Programme

Report.

Induction programme was conducted on 24/07/2018 for the students of the college who have recently taken admission. The programme aimed at giving students information about various committees in the college. It helps the students to understand the functioning of the college committies and various activities in the college.

Prof. Amey Kale of the sport department have given important information about the anti-ragging committee, women's grievance and anti-sexual harassment committees in the college. The programme helped the students to understand the anti-ragging policy of the government and the college.

The students too have raised various questions about the various committees and the teaching faculties have cleared their doubts.



  
Principal  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur.  
Dist Pune-412 208

## Induction Programme

### Induction Programme for F.Y.B.A. Report 2018 - 19

मंगळवार दि. 24/07/2018 रोजी महाविद्यालयामध्ये नवीन प्रवेश घेतलेल्या प्रथम वर्ष कला विद्यार्थ्यांसाठी Induction Programme आयोजित करण्यात आला. विद्यार्थ्यांचा सर्वांगीण विकास व्हावा हे उच्च शिक्षणाचे सर्वात महत्वाचे ध्येय मानले जाते. त्या दृष्टिने विद्यार्थ्यांचा सामाजिक, सांस्कृतिक, शैक्षणिक, राजकीय, आर्थिक, बौद्धिक, भावनिक, शारीरिक विकास होणे महत्वाचे असते. त्यासाठी महाविद्यालयामध्ये राबविण्यात येणाऱ्या विविध उपक्रमांची माहिती विद्यार्थ्यांना व्हावी व त्यांचा सर्वांगीण विकास होण्यास मदत मिळावी ही या कार्यक्रमाचा भूमिका होती. हा कार्यक्रम दोन सत्रात आयोजित करण्यात आला होता. पहिल्या सत्रामध्ये विविध विभागांची माहिती महाविद्यालयातील अनुभवी प्राध्यापकांनी विद्यार्थ्यांना करून दिली. दुसऱ्या सत्रामध्ये महाविद्यालयाचे प्रभारी प्राचार्य डॉ. परम चौधरी यांनी विद्यार्थ्यांना मार्गदर्शन करून त्यांना महाविद्यालयीन जीवनासाठी शुभेच्छा दिल्या.

महाविद्यालयातील हिंदी विभाग प्रमुख डॉ. मनोहर जमदाडे यांनी महाविद्यालयात घेणाऱ्या विविध परीक्षांची सखोल माहिती दिली. तसेच प्रत्येक विषयानुसार आवश्यक गुण कितली असावेत याची सविस्तर माहिती पी. पी. टी. च्या माध्यमातून दिली. त्याचबरोबर महाविद्यालयात असणाऱ्या स्पर्धा परीक्षा विभागाची माहिती दिली.

शारीरिक शिक्षण संचालक डॉ. अमेय काळे यांनी शारीरिक शिक्षणाचे महत्त्व विद्यार्थ्यांना पटवून दिले. तसेच प्रथम वर्ष कला वर्गासाठी असणाऱ्या शारीरिक शिक्षण या विषयाच्या गुण पद्धतीविषयी माहिती दिली. तसेच रंगीत विषयी असणारे कायदे व गाम्भीर्य विद्यार्थ्यांना पटवून दिले त्याचबरोबर सर्व विद्यार्थ्यांना केंद्रसरकारच्या आदेशानुसार ऑनलाईन फॉर्म भरण्याविषयी माहिती दिली. महाविद्यालयीन शिस्तीच्या नियमांचे काटेकोरपणे पालन करण्याचे आवाहन केले.

भूगोल विभाग प्रमुख डॉ. रविंद्र भगत यांनी महाविद्यालयात वर्षभर राबविण्यात येणाऱ्या सांस्कृतिक कार्यक्रमाविषयी माहिती करून दिली. केंद्र सरकार, राज्य सरकार व सावित्रीबाई फुले पुणे विद्यापीठ, पुणे यांच्यामार्फत देण्यात येणाऱ्या विविध शिष्यवृत्ती त्यासाठी लागणारे आवश्यक कागदपत्रे, गुण मर्यादा, उतपन्न मर्यादा या संबंधी माहिती देउन विद्यार्थ्यांना शिष्यवृत्तीचा लाभ घेण्याचे आवाहन केले. तसेच यंत्रालयामार्फत पुरविण्यात येणाऱ्या विविध ऑनलाईन जर्नल, ई बुक्स, ईमेल, वर्तमान पत्रे इत्यादीविषयी माहिती दिली.

राज्यशास्त्र विभाग प्रमुख डॉ. दत्तात्रय दाबळे यांनी राष्ट्रीय सेवा योजना विभागांतर्गत होणारे विविध उपक्रम व हिवाळी शिबीराची सविस्तर माहिती दिली. रासेयो मध्ये सहभागी होउन आपला सर्वांगीण विकास कसा करता येतो याविषयी मार्गदर्शन केले. तसेच विद्यार्थी विकास मंडळ विभागांतर्गत राबविण्यात येणाऱ्या 'कमवा व शिका' योजने विषयी माहिती देउन त्यामध्ये सहभागी होण्याचे आवाहन केले.

दुसऱ्या सत्रात महाविद्यालयाचे प्रभारी प्राचार्य डॉ. परम चौधरी यांनी आपल्या मार्गदर्शनामध्ये महाविद्यालयातील विविध विभागांतर्गत राबविण्यात येणाऱ्या उपक्रमांमध्ये सर्व विद्यार्थ्यांनी सहभागी होउन आपण आपला सर्वांगीण विकास कसा साधून जीवनात यशस्वी होणाचा मंत्र दिला. तसेच सर्व नवीन प्रवेश घेतलेल्या विद्यार्थ्यांना महाविद्यालयीन वाटचालीसाठी शुभेच्छा दिल्या.



  
Principal  
S.S. Dhanoo Arts & Commerce College  
Tal. Shirur, Dist. Pune-412 208

## Induction Programme Report



Induction Programme मध्ये महाविद्यालयातील विविध विभागांची माहिती देताना  
महाविद्यालयाचे प्राध्यापक

**Guidance in induction programme**

**Date – 24/07/2018**



**Suggestion/Complaint Box**



Talegaon Dhamdhere, Maharashtra, India  
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UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI - 110 002

NO. F 1-16/2007 (CPP-II)

April, 2009

UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER  
EDUCATIONAL INSTITUTIONS, 2009

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.



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Talegaon Dhamdhare, Tal. Shirur,  
Dist Pune-412 208

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:  
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

**4. Punishable ingredients of Ragging:-**

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;



2

*(Signature)*

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- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

**5. Measures for prohibition of ragging at the institution level:-**

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

**6 Measures for prevention of ragging at the institution level:-**

**6.1 Before admissions:-**

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.



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- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify



4

*S.S. Dhamdhare*  
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S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur  
Dist Pune-412 208

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

#### 6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

#### 6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as



5

Principal

S.S.Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur  
Dist Pune-412 208

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

**6.4 Setting up of Committees and their functions:-**

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

**6.5 Other measures:-**

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.



6

  
Principal  
S.S. Dhamdhare Arts & Commerce College  
Talegaon Dhamdhare, Tal. Shirur  
Dist. Pune-412 203

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1<sup>st</sup> year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.



7

  
Principal

S.S. Dhamdhere Arts & Commerce College  
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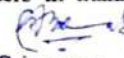
- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

**6.6 Measures for encouraging healthy interaction between freshers and seniors:-**

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the



8

  
Principal

S.S.Dhamdhare Arts & Commerce College  
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Dist. Pune-412 208

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

## 7. Measures at the UGC/ Statutory/ Regulatory body level:-

### 7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

### 7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

### 7.3 Monitoring mechanism to ensure compliance:-



9

  
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Talegaon Dhamdhare, Tal. Shirui,  
Dist Pune-412 208

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

## 8 Punishments:-

### 8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

### 8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations



10

  
Principal  
S.S. Dhamdhere Arts & Commerce College  
Talegaon Dhamdhere, Tal. Shirur,  
Dist. Pune-412 208



and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channelised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

### 8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

### 8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:


- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.

8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.

8.4.6 Collaborating with one another to work out other possible deterrents.



11

  
Principal  
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